

Salary Information is listed by Salary Grade. Scroll down the schedule to find the desired Job Title. Salaries are listed in bi-weekly or hourly rates.

GRADE 03U

	A	B
	(1)	(2)
04/26/08	19.51	20.39

GRADE 04U

308A EQUIPMENT REPAIRER
080 FIRE BUILDING REPAIRER
564 FIRE EQUIPMENT SERVICER
362A TRAFFIC MAINTENANCE WORKER (Apptd. prior to 7/1/91)
963 VEHICLE MAINTENANCE WORKER - HEAVY (prior to 7/1/91)

	A	B
	(1)	(2)
04/26/08	20.80	21.78

GRADE 06U

	A	B
	(1)	(2)
04/26/08	20.42	21.30

GRADE 07U

663 MECHANIC WELDER
213B SAFETY EQUIPMENT DESIGN AND MAINT. WORKER
961 VEHICLE MECHANIC
072A WELDER

	A
	(1)
04/26/08	24.60

GRADE 08U

	A
	(1)
04/26/08	24.89

BARGAINING UNIT 05
EQUIPMENT MAINTENANCE
Effective April 26, 2008

GRADE 09U

	(1)	(2)	(3)	(4)	(5)	(6)	(7)
	0-2000	2001-3000	3001-4000	4001-5000	5001-6000	6001-7000	7001-8000
	Hours	Hours	Hours	Hours	Hours	Hours	Hours
04/26/08	14.76	15.99	17.23	18.46	19.67	20.91	22.14

GRADE 10U

981 PARTS RUNNER

	Start	6-mo	1-yr
	(1)	(2)	(3)
04/26/08	13.74	14.76	16.03

GRADE 12U

960 VEHICLE MECHANIC LEADWORKER

	A
	(1)
04/26/08	25.62

GRADE 13U

210A COMMUNICATIONS TECH HELPER

	Start	6-mo	1-yr
	(1)	(2)	(3)
04/26/08	14.93	15.29	16.03

GRADE 14U

244A VEHICLE MECHANIC (HVY TR&EQUIP)

	A
	(1)
04/26/08	24.60

GRADE 15U

598A TOOLMAKER-WATER UTILITY

	A
	(1)
04/26/08	26.58

GRADE 16U

	Start	6-mo
	(1)	(2)
04/26/08	18.34	19.16

GRADE 17U

442A TRAFFIC MAINTENANCE WORKER (Apptd After 7/1/91)

	Start	6-mo
	(1)	(2)
04/26/08	19.00	19.82

***** The rates listed above are hourly *******BENEFITS:****VACATION**

Less than 8 years	17 DAYS	(.0654) - C
After 8 years thru 15 years	22 DAYS	(.0847) - F
After 15 years and thereafter	27 DAYS	(.1039) - Q

VACATION OUT OF SICK LEAVE CONVERSION

The maximum number of days' vacation allowed by the conversion of sick leave credits shall be no more than five (5) days in any one (1) year so that the maximum vacation time which may be taken in any one (1) year shall be forty-five (45) days including the regular vacation period.

PROBATIONARY PERIOD

Effective January 1, 2007: Employees covered by this bargaining unit shall serve a one year probationary period.

REINSTATEMENT RIGHTS AFTER LAYOFF

Two years

SICK LEAVE ACCRUAL

Effective October 1, 2007 (or closest pay period): Sick leave shall be accumulated at the rate of .0539 per hour for each hour on the payroll, excluding overtime (14 days per year).

SEVERANCE PAY

Appointed prior to 7/1/89: eligible for Severance Plan 2 or Plan 3.

Appointed after 7/1/89: eligible for Severance Plan 3.

PLAN 1:

\$4,000

Ordinance No. 11490, as amended by Ordinance No. 16303.

PLAN 2:

\$6,500

58+ years of age and eligible for pension under PERA
10 years of service with the City at time of separation.*
60 days of accumulated sick leave at the time of separation.

PLAN 3:

Employees hired after July 1, 1989:
58+ year of age and eligible for pension under PERA.
80 days of accumulated sick leave at the time of separation.

YEARS OF SERVICE WITH THE CITY AT LEAST	MAXIMUM SEVERANCE PAY
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15	\$ 5,000
17	5,500
19	6,000
21	6,500
23	7,000
25	10,000

* Employment with ISD #625 will not be counted toward the service requirement for employees hired after July 1, 1997.

To be eligible for the \$10,000 in severance pay an employee must have at least one hundred (100) days of accumulated sick leave at the time of his/her separation from City service.

For any employee who is eligible to receive severance from the City under this Article, the City will contribute 105% of the full amount of their severance payment to a Post-Employment Health Plan in lieu of any cash payment to the employee.

2008 HEALTH INSURANCE (For Full-time Employees)

Single: The Employer will contribute \$427.25 - \$525.51 per month for the 2008 single insurance contribution depending on the employee's plan choice.

Family: The Employer will contribute \$901.86 - \$1040.75 per month for the 2008 family insurance contribution depending on the employee's plan choice.

OVERTIME

Granted in cash or compensatory time on a time and one-half (1.5) basis determined solely by the Employer.

LIFE INSURANCE

\$5,000

TOOL ALLOWANCE/SAFETY SHOE REIMBURSEMENT:

Employees designated in Article 9, section 9.2:

Employees must be on the payroll as of January 1st of each year in order to receive a Tool and Shoe allowance of five-hundred dollars (\$512.50). Employees not on the payroll as of January 1st of each year will receive no allowance until the following January 1st.

Communications Technician Helper shall receive a Tool and Shoe allowance of \$256.25. Employees not on the payroll as of January 1st of each year will receive no allowance until the following January 1st.

In the event that the entire tool set is stolen or if the work site itself is damaged and the tools are not salvageable, the Employer agrees to replace the tools, in excess of \$475.00, that are listed on the inventory previous to the date of the event.

Employees not designated Article 9, Section 9.2:

The Employer agrees to pay one hundred two dollars and fifty cents (\$102.50) toward a safety shoe allowance for each employee who is a member of this unit as of January 1st of each year. Employees not on the payroll as of January 1st of each year will receive no allowance until the following January 1st.

CALL-IN PAY

If an employee is called into work he/she shall receive two (2) hours pay if not put to work. If an employee starts work he/she shall be guaranteed four (4) hours pay.

SICK LEAVE FOR DEPENDENT CARE

In the case of a serious illness or disability of an employee's dependent, parent or household member, other than a child, the head of the department shall grant leave with pay in order for the employee to care of or make arrangements for the care of such disabled persons. Such leave shall be drawn from the employee's accumulated sick leave credits. Use of such sick leave shall be limited to forty (40) hours per incident.

PENSION CONTRIBUTION

Effective **April 26, 2008**: The Employer agrees to contribute \$.30/hr. to the I.A.M. National Pension Fund for all employees covered by this agreement (excludes temporary employees). Plan does not include an employee deduction. See Article 25 of the labor agreement for conditions.

MILEAGE

The City shall reimburse the employee at the then current Federal I.R.S. mileage reimbursement rate on the most direct route.